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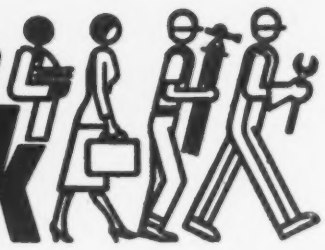
Vets Work



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A LABOR MARKET INFORMATION

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INTRODUCTION

Vets Work is a special report focusing on North Carolina's veterans and their role in the labor market. The characteristics of veterans in the population and civilian labor force as well as services rendered to veterans by the Employment Security Commission of North Carolina are presented.

The report is designed to aid planners involved with employment and training programs to better serve the veteran target group. Also, hopefully, others interested in the veterans will find this report informative and will obtain a clearer picture of the veterans' situation.

Throughout this report, veterans are defined as males. Nearly 98 percent of all veterans in civilian life are men, and approximately two-fifths of all adult men are veterans. Also, conclusions and inferences drawn from veteran data are more consistent when applied to the male population. Information on female veterans is both limited and unreliable because they are such a small portion of the population.

The purpose of this report is to present information on the participation of veterans in the North Carolina labor market, highlighting veteran characteristics in population, problems encountered by veteran job seekers and federal and state programs designed to assist the veterans' transition into the civilian labor market.

Even though it has been almost six years since the United States has been actively involved in military combat, the effects of wartime service remain for thousands of veterans, particularly Vietnam era veterans. For this reason, and as a form of reward for those who served their country, the federal government has continually demonstrated a commitment to veterans through the development of programs of outreach and assistance. Even during peacetime new programs are continually being developed to aid and encourage job development for veterans.

Veterans, because of the special problems they may confront when seeking employment, present a challenge to the North Carolina Employment Security Commission. Within the Employment Service system there is a legislatively mandated policy of veterans' preference, and there are several programs designed to specifically assist disabled veterans.

While there is a sufficient amount of data available to analyze the veteran related activities within the North Carolina Employment Security Commission, there is little additional information available to describe the status of veterans within the labor force of North Carolina. Most data on vets are available only on a national basis. Specific state data that are available come primarily from Census of Population or the Veterans Administration (VA).

EMPLOYMENT PROBLEMS FACING VETERANS

It is generally understood that people leaving military service encounter problems finding employment. The problems are most acute immediately following discharge but are not restricted to that period. It is, however, the recently separated veteran who is given the highest priority by most government programs. In these cases veterans' preference amounts to a reward for prior military service.

A research monograph published by the U. S. Department of Labor in 1977 began with the following quote from a young, disabled Vietnam era veteran: "... I don't think the world owes me a living, but it could let me make one." It could be said that the primary emphasis of most federal programs is to assist the veteran in making the transition from military to civilian employment.

While other veteran groups in the population may encounter problems, these are most likely the same problems faced by nonveteran groups with similar socio-economic and demographic backgrounds. For example, some World War II veterans in the labor force are presently feeling the effects of age discrimination in the labor market. They are being passed over for promotion or refused employment when a younger person is available. This is a situation that affects veterans and nonveterans alike.

By far the most significant barriers to employment are currently faced by Vietnam era veterans who fought in an extremely unpopular war and returned home to a weakening economy. Because of these factors the benefits offered to these veterans were not as generaous as those available to their predecessors. As a result many found it hard to reenter the civilian labor force upon discharge. This is not to say that the Vietnam era veteran is any less motivated or less valuable than previous veterans or others entering or reentering the labor market.

Members of minority groups, the young and the disabled have a difficult time finding employment; veterans with these characteristics encounter acute problems in the labor market. Although younger veterans (those aged 20-24) constitute a small and declining portion of the Vietnam era veteran population, their jobless rate well exceeds that for nonveterans of similar age. The young generally have a hard time finding employment due to a lack of experience and employer prejudices. The young veteran, however, is at a disadvantage compared with his nonveteran counterpart. Young nonveterans have been in the labor market long enough to have gained work experience. Often, too, the veteran has been trained in an occupation with skills that are not easily transferrable to the civilian labor market.

Disabled veterans, like other handicapped individuals, have difficulty finding employment due to such factors as fear on the employers' part of hampered performance by the veteran. According to the VA, the disabled veteran has a significantly higher unemployment rate than the nonveteran; and is more likely to drop out of the labor force; and often will accept a job with lower pay. While the disabled veteran is commonly pictured as an amputee or a blind man, the truth is that only six percent of disabled Vietnam era veterans fit this category. The most common service connected disabilities are bone and joint impairments (31 percent), psychiatric and neurological disorders (20 percent), and muscle injuries (12 percent).

VETERANS IN THE POPULATION

On March 31, 1980, there were 622,000 veterans living in North Carolina according to estimates from the Veterans Administration. The war veterans totalled 538,000 with 201,000 listed as veterans of the Vietnam era and 115,000 as veterans of the Korean conflict. The World War II veterans numbered 243,000 and World War I, 10,000. When the Vietnam era and post Vietnam era veteran population estimates are combined, this group accounts for 35 percent of the veteran population in North Carolina.

North Carolina Veteran Population

	1960	1970	1980 (Est.)
Total population	4,556,200	5,084,400	5,842,110
Total veterans	464,000	589,000	622,000
Veterans as percent of total population	10.2	11.6	10.6
Vietnam	-	100,000	201,000
Korea	86,000	103,000	115,000
World War II	266,000	262,000	243,000
World War I	44,000	28,000	10,000

Source: Veterans Administration; Bureau of Census; and N. C. Department of Administration

The Veterans Administration estimated 30,074,000 veterans were living as of March 31, 1980, all but 1 percent of whom resided in the U. S. Veteran survivors of World War II were the largest group, accounting for about two of every five veterans. Their age averaged almost 60 years. Vietnam era veterans comprised the second largest sector, 30 percent of the total, while those who participated in the Korean Conflict made up nearly one-fifth of the overall veteran count. World War I veterans numbered 556,000 as of the end of March 1980, all of whom were at least 75 years of age. Peacetime veterans accounted for 13 percent of the total number.

Nine states had veteran populations that exceeded one million. Collectively, these nine states accounted for slightly over half of all these veterans living in the U. S. as of March 31, 1980.

The overall veteran population grew dramatically after World War II; however, growth in the total count following the Vietnam era, in May of 1975 has been much slower. It is anticipated that the veteran population will actually begin to decline somewhat in the near future as the large group of World War II veterans diminishes more rapidly. As with the general civilian population, the average age of veterans is expected to continue on an upward trend in the coming years.

VETERANS IN THE LABOR FORCE

Published labor force data on veterans, for the most part, deal with Vietnam era veterans on a national level. The young Vietnam veteran entering or reentering the civilian labor force continues to have problems which require special attention, especially employment services.

The unemployment record of Vietnam era veterans in 1979 showed a small, but significant, improvement over the previous year, falling to 4.3 percent from 4.7 in 1978.

According to data from the U. S. Department of Labor, Bureau of Labor Statistics, the civilian noninstitutional population of 25 to 39 year old Vietnam era veterans averaged 7.1 million in 1979. Of this total, 6.9 million, or 97 percent were in the civilian labor force, and 6.6 million were employed, up 283,000 from 1978. (See Table I in appendix). Their unemployed total of 266,000 was 1,000 less than 1978.

Some variation in unemployment rates did occur among age groups within the broader category. Among the 25 to 29 and 35 to 39 year old veterans, unemployment rates of 5.8 and 2.8 percent, respectively, were down slightly from 1978, but the rate for 30 to 34 year old veterans was up from 3.1 to 3.3 percent.

The 1979 jobless rate for veterans aged 25 to 39 was virtually the same as that of their nonveteran counterparts. Within specific age categories, it was only in the 25 to 29 year old age group that veterans' unemployment was above that of nonveterans--5.8 versus 4.6 percent (See Table 1).

With the Vietnam era long since terminated and the number of military separations for persons with Vietnam service, therefore, considerably dimished, younger veterans have been rapidly declining both in number and as a proportion of all Vietnam era veterans.

Despite their diminishing numbers, young Vietnam era veterans continue to be overrepresented in the ranks of the unemployed (See Table 2 in appendix). In fiscal 1979, the 599,000 young veterans in the noninstitutional population comprised only seven percent of all Vietnam veterans, but their unemployed total of 63,000 accounted for 17 percent of the veteran jobless total. The jobless rate for these youngest veterans, 11.5 percent, was little changed from the 12 percent rate for fiscal 1978, following a significant improvement from 16.9 percent in fiscal 1977.

In comparison, young nonveterans had far lower rates of joblessness than their veteran peers. Thus, nonveterans in the 20 to 24 year-old age range had an unemployment rate of 7.8 percent in fiscal 1979, down from 8.9 percent in the previous fiscal year. For black and other minorities, the gap between the unemployment rates of veterans and nonveterans in this age range was greater than for whites as indicated in Table 2.

The gap between veteran and nonveteran jobless rates among 20 to 24 year olds has been attributed, in part, to the fact that younger nonveterans have been in the labor market longer than their veteran counterparts and are thus better established in jobs. In addition, veterans are eligible for unemployment compensation payments based on their military service wage credit. These benefits significantly soften the impact of their joblessness and may encourage some to continue their job search until they find the "right" job.

In contrast, many younger nonveterans who lack the wage credits either to qualify for unemployment compensation or to obtain benefits for the maximum period may feel under pressure to take any job. These differences in circumstances disappear, however, with both increasing age and elasped time following the date of discharge.

Black veterans, as well as nonveterans, have much higher unemployment rates than do their white counterparts. The unemployment rate for 25 to 39 year old black (and other racial minority) veterans averaged 7.8 percent in 1979, more than twice the 3.4 percent rate for white veterans. This large disparity occurred in each of the three 5-year age groups comprising the total, with the largest jobless rate gap occurring among 25 to 29 year olds (See Table 1).

SERVICES PROVIDED VETERANS BY JOB SERVICE

The North Carolina Employment Security Commission (NCESC) is mandated to provide services to veterans on a priority basis. During FY '80, veterans received preferential treatment in most service areas.

During FY 1980, 615,662 individuals were registered for work with the NCESC Job Service. Of these, 88,476 (14.4 percent) were veterans, 37,109 of whom had served during the Vietnam era, and 5,358 were disabled.

Almost 43 percent of the available veterans were referred to at least one job and 21 percent were placed in a job. Most placements were in permanent jobs (97 percent) at a wage of over $3.50 per hour. Almost one-half of those placed received over $4.00 per hour. The average starting salary offered to all veterans placed by the Job Service during FY '80 was $3.93. The average of all applicants placed in jobs was $3.50.

There were 31,021 veterans for whom job development contacts were made in FY 1980, representing slightly over one-third of all veterans available for services. The rate of job development contacts for nonveterans was 16 percent, indicating veteran priority in this service area. In addition, 7.9 percent of the veterans were counselled as opposed to 5.9 for nonveterans.

VETERANS TRAINING AND EMPLOYMENT ASSISTANCE PROGRAMS

Since the post-Revolutionary War days, the United States and individual states have had various programs designed to aid veterans. Originally, bonus money was given to help the veteran resettle. Present day programs are far more complicated than those of earlier times and most have their basis in Federal law. In 1933 one of the provisions of the Wagner Peyser Act established a system of public employment offices responsible for maintaining a veterans' service "to be devoted to securing employment for veterans."

Title 38, United States Code, Section 2002, requires: "an effective (1) job and job training counseling service program; (2) employment placement service program; and (3) job training placement program for eligible veterans and eligible persons...so as to provide such veterans and persons the maximum of employment and training opportunities through existing programs, coordinating and merger of programs, and implementation of new programs." This is the legal basis for present day programs which provide priority services to all veterans and other eligible persons over nonveterans.

Under the Vietnam-era Veterans' Readjustment Assistance Act (VEVRAA) and the Emergency Jobs and Unemployment Assistance Act, the Secretary of Labor has the responsibility to formulate, implement, and monitor policies and programs affecting the unemployment, job training, employment or reemployment, and job placement of veterans.

VETERANS EMPLOYMENT SERVICE (VES)

Established by the Wagner-Peyser Act of 1933, the VES works with the North Carolina State Job Service to provide veterans with employment services such as testing, counseling, and job referral. To ensure veterans' preference each Job Service local office and the State must meet certain administrative goals. In addition, a set of Veteran Standards of Performance has been established by the U. S. Department of Labor which requires Job Service offices to provide preferential treatment to applicants with veterans' status. For example, the ratio of veteran applicants placed in jobs relative to the total veteran new applications and renewals must exceed the same ratio for nonveterans by at least ten percent. Similar compliance indicators exist for counseling and job development. The floor level indicators used for disabled veterans and Vietnam era veterans are higher than for other veterans to encourage priority service for these groups.

UNEMPLOYMENT COMPENSATION FOR EX-SERVICEMEN (UCX)

The UCX program provides unemployment benefits for eligible veterans while they are seeking employment. State employment security agencies take claims and pay benefits from Federal funds to veterans under the same terms and conditions and in the same amounts provided by the unemployment compensation law of the state in which the veteran files his or her initial claim. Veterans who have had 90 or more days of continuous active service and were discharged under conditions other than dishonorable are eligible for UCX benefits. In 1980 North Carolina paid out almost $6 million in Federal funds to ex-servicemen under this program.

VETERANS REEMPLOYMENT RIGHTS

Since 1940, Federal statutes have entitled veterans to return to their prior job in the position and with the seniority, status and rate of pay they would have achieved if their employment had not been interrupted by military service. The Vietnam Era Veterans' Readjustment Assistance Act of 1974 extended this coverage to employment in state and local governments. Veterans can get assistance in exercising their rights through the U. S. Department of Labor's Labor-Management Services Administration.

APPRENTICESHIP AND TRAINING

The National Apprenticeship Act of 1937 authorized the U. S. Department of Labor to promote labor standards that safeguard the welfare of apprentices and to guide, assist and improve apprenticeship. A major objective of this program today is to provide unemployed Vietnam era veterans with maximum apprenticeship opportunities. The Veterans' Administration accepts a registered apprenticeship program as meeting the criteria for granting educational Veterans' Administration benefits to eligible registered veterans.

MANDATORY LISTING OF JOB OPENINGS

In order to generate more job opportunities for Vietnam era and disabled veterans, President Nixon issued an Executive Order in 1971 which mandated that Federal contractors list their job openings with Job Service offices in their area. The provisions of this order were strengthened by the enactment of the Vietnam Era Veterans Readjustment Assistance Act. This gave the order a legislative mandate and added the requirement that Federal contractors give special emphasis to the employment of both Vietnam era and disabled veterans. Enforcement of compliance with the affirmative action requirements of the Act is the responsibility of the United States Department of Labor's Office of Contract Compliance Program. The following table shows the number of veterans placed in mandatory openings listed with the Job Service in North Carolina during FY 1980.

New Hires from Mandatory Openings FY 1980

Total number of hires	20,146
Recently separated Vietnam Era	1,119
Special disabled	144

Source: North Carolina Employment Security Commission

HELP THROUGH INDUSTRY RETRAINING AND EMPLOYMENT (HIRE)

This program coordinated by the North Carolina Employment Security Commission was developed to establish training positions within private industry. Its target groups are those segments of the veteran population with an unusually high incidence of unemployment. The HIRE program is operated in conjunction with CETA Prime Sponsors. Under the program an employer receives reimbursement to provide jobs for unemployed veterans. The Prime Sponsors develop on-the-job (OJT) contracts which are then made available to the NCESC to perform the necessary certification and referral processes.

VETERANS ADMINISTRATION PROGRAMS

Undoubtedly, the program with the greatest potential for helping severely disabled veterans is the VA's Vocational Rehabilitation Program. Under this program an eligible veteran may receive counseling designed to help him develop an obtainable and suitable job goal. The financial support available through this program is greater than under other assistance programs. To qualify, a veteran must have at least 30 percent combined VA disability rating unless he can show that his disability is a pronounced employment handicap. For veterans with less than a 30 percent disability, the G. I. Education Bill is available to offset some of the costs of further education.

DISABLED VETERAN OUTREACH PROGRAM (DVOP)

A DVOP staff comprised of disabled veterans was hired to identify other disabled veterans in need of job services. The DVOP staff works with the VA, veterans organizations and other groups to find disabled veterans and help them to take advantage of benefits and services to which they are entitled.

APPENDIX

TABLE 1

EMPLOYMENT STATUS OF MALE VIETNAM-ERA VETERANS AND NONVETERANS
AGED 25 TO 39 YEARS, BY AGE AND RACE
YEARS 1978-79

(Numbers in Thousands)

Employment Status and Age	Total		1979 Average	
	1978 Average	1979 Average	White	Black and Other
Veterans				
Total, 25 to 39 years				
Civilian noninstitutional population	6,862	7,127	6,416	711
Civilian labor force	6,595	6,877	6,209	668
Employed	6,328	6,611	5,995	616
Unemployed	267	266	214	52
Unemployment rate	4.0	3.9	3.4	7.8
25 to 29 years				
Civilian noninstitutional population	2,357	1,966	1,732	234
Civilian labor force	2,233	1,868	1,647	221
Employed	2,100	1,760	1,563	197
Unemployed	133	108	84	24
Unemployment rate	6.0	5.8	5.1	10.9
30 to 34 years				
Civilian noninstitutional population	3,376	3,602	3,278	324
Civilian labor force	3,268	3,494	3,191	303
Employed	3,167	3,379	3,097	282
Unemployed	101	115	94	21
Unemployment rate	3.1	3.3	2.9	6.9
35 to 39 years				
Civilian noninstitutional population	1,129	1,559	1,406	153
Civilian labor force	1,094	1,515	1,371	144
Employed	1,061	1,472	1,335	137
Unemployed	33	43	36	7
Unemployment rate	3.0	2.8	2.6	4.9
Nonveterans				
Total, 25 to 39 years				
Civilian noninstitutional population	13,695	14,578	12,672	1,906
Civilian labor force	13,040	13,863	12,157	1,706
Employed	12,524	13,325	11,753	1,572
Unemployed	516	538	404	134
Unemployment rate	4.0	3.9	3.3	7.9
25 to 29 years				
Civilian noninstitutional population	6,096	6,657	5,839	818
Civilian labor force	5,771	6,305	5,582	723
Employed	5,491	6,017	5,361	656
Unemployed	280	288	221	67
Unemployment rate	4.9	4.6	4.0	9.3
30 to 34 years				
Civilian noninstitutional population	4,000	4,186	3,602	584
Civilian labor force	3,822	3,992	3,465	527
Employed	3,688	3,851	3,365	486
Unemployed	134	141	100	41
Unemployment rate	3.5	3.5	2.9	7.8
35 to 39 years				
Civilian noninstitutional population	3,599	3,735	3,231	504
Civilian labor force	3,447	3,566	3,110	456
Employed	3,345	3,457	3,027	430
Unemployed	102	109	83	26
Unemployment rate	3.0	3.1	2.7	5.7

Source: Current Population Survey, U. S. Department of Labor, Bureau of Labor Statistics

Table 2

EMPLOYMENT STATUS OF MALE VIETNAM-ERA VETERANS AND NONVETERANS
20 TO 24 YEARS OLD, FISCAL YEARS 1978-79

(Numbers in Thousands)

Age and Veteran Status	Total		Fiscal 1979 Average	
	Fiscal 1978 Average	Fiscal 1979 Average	White	Black and other
Veterans, 20 to 24 Years				
Civilian Noninstitutional Population	829	599	507	92
Civilian Labor Force	739	547	464	84
Employed	650	484	418	66
Unemployed	89	63	46	18
Unemployment Rate	12.0	11.5	9.9	21.4
Nonveterans, 20 to 24 Years				
Civilian Noninstitutional Population	8,352	8,510	7,410	1,100
Civilian Labor Force	7,131	7,335	6,467	868
Employed	6,497	6,763	6,037	726
Unemployed	634	572	430	142
Unemployment Rate	8.9	7.8	6.6	16.4

Source: Current Population Survey, U. S. Department of Labor, Bureau of Labor Statistics.

Table 3

VETERAN POPULATION - U. S. TOTALS

	1970 Census	1977	1978	1979
Total Veterans	28,112,500	29,884,000	29,984,000	30,072,000
Vietnam Era	4,503,800	8,476,000	8,734,000	8,910,000
Korean Conflict	4,702,300	5,926,000	5,897,000	5,866,000
World War II	13,324,760	13,131,000	12,902,000	12,674,000
World War I	1,587,600	755,000	667,000	594,000
Other Veterans	3,994,040	1,696,000	1,784,000	2,028,000
Total Civilian Males, 16 years and Older	67,409,000	75,981,000	N.A.	N.A.

Veterans Administration

Table 4

AVERAGE AGE OF VETERANS, SEPTEMBER 30, 1979

U. S. TOTALS

Average Age, All Veterans	47.5
Vietnam	31.6
Korean Conflict	47.9
World War II	59.1

Source: Annual Report, VA

Table 5

NORTH CAROLINA VETERAN POPULATION

	1960	1970	1975	1978	1980
Total Population	4,556,200	5,084,400	5,451,000	5,577,000	5,842,100
Veterans Population	464,000	589,000	616,000*	621,000*	622,000*
Percent of Total	10.2	11.6	11.3	11.1	10.6

U. S. Bureau of Census
* Veterans Administration

Table 6

PERCENT DISTRIBUTION OF EMPLOYED VETERANS BY OCCUPATION
IN NORTH CAROLINA - 1970

Occupational Category	Percent Distribution
Craftsmen & Kindred Workers	25
Nonfarm Managers & Administrators	15
Operatives; Except Transport	14
Professional, Technical and Related	12
Sales & Related	8
Clerical & Kindred Workers	7
Transport Equipment Operators	6
Service Workers	5
Nonfarm Laborers	4
Farm Managers	3
Farm Laborers	1

Source: 1970 Census

Table 7

NORTH CAROLINA JOB SERVICE APPLICANTS
BY OCCUPATION IN WHICH EXPERIENCED

December 31, 1980

Occupation of Experience	D.O.T. Code	Total Active Applicants	% of Total Apps.	Total Veteran Applicants	% of Total Vet. Apps.
Total		170,890		33,424	
Prof., Tech., & Mgr'l.	0-1	13,713	8.0	4,181	12.5
Professional & Technical	000-169	7,977	4.7	2,121	6.3
Managerial Misc. Prof., Tech., & Mgr'l.	180-199	5,736	3.4	2,060	6.2
Clerical & Sales	2	28,429	16.6	4,282	12.8
Clerical	200-249	22,870	13.4	2,913	8.7
Sales	250-299	5,559	3.4	1,369	4.1
Service	3	23,329	13.7	2,461	7.4
Domestic	300-309	2,434	1.4	28	0.1
Service, Other than Domestic	310-389	20,895	12.2	2,433	7.3
Farming, Fishery, Forestry, & Related	4	3,949	2.3	468	1.4
Processing	5	5,369	3.1	780	2.3
Machine Trades	6	18,964	11.1	4,028	12.1
Bench Work	7	13,431	7.9	1,080	3.2
Structural Work	8	21,215	12.4	7,415	22.2
Miscellaneous	9	21,144	12.4	5,732	17.1
Motor Freight & Trans.	900-919	8,044	4.7	3,241	9.7
Packaging & Material Handling	92	12,341	7.2	2,278	6.8
Other Miscellaneous	903-979	759	0.4	213	0.6

Source: ESARS

Table 8

PERCENT DISTRIBUTION OF APPLICANTS PLACED IN NONFARM JOBS
BY THE NORTH CAROLINA JOB SERVICE
Fiscal Year 1980

	Total	Veterans
Age	Percent Distribution	Percent Distribution
25-39	36.9	50.5
25-29	18.0	24.6
30-34	12.1	18.3
35-39	6.7	7.6
Education		
High School	39.7	52.1
Beyond High Schools	20.3	23.7
Race		
Nonwhite	40.5	35.8
White	59.5	64.2

Source: ESARS

Table 9

APPLICANTS PLACED BY WAGE RATE INTERVALS
AT NORTH CAROLINA JOB SERVICE OFFICES
Fiscal Year 1980

	All Applicants	All Males	Veterans	Vietnam Era
$2.90 and Under	2,188	868	264	125
$2.90 - $3.10	49,888	24,115	4,368	1,726
$3.11 - $3.49	18,418	9,769	3,265	1,444
$3.50 - $3.99	20,221	12,950	4,829	2,201
$4.00 - $4.49	11,824	7,653	3,343	1,696
$4.50 - $4.99	4,026	3,080	1,399	761
$5.00 - $5.49	3,868	3,213	1,474	722
$5.50 - $5.99	1,538	1,247	633	309
$6.00 and Over	3,548	3,087	1,432	691
Average	$3.50	$3.62	$3.93	$4.02

Source: ESARS

TABLE 10

EDUCATIONAL ATTAINMENT OF COMPARABLE AGE-GROUPS OF WORLD WAR II, KOREAN CONFLICT AND VIETNAM ERA VETERANS IN U. S. AT SEPARATION FROM THE ARMED FORCES

(Includes Vietnam Era Veterans Separated Through September 30, 1979)

Period of Service and Age	Yrs. of School Completed at Separation - % of Total					
		High School		College		
	8 Years or Less	1-3 Years	4 Years	1-3 Years	4 Years or More	Median (Yrs.)
All Ages						
World War II A/	28.3	26.3	26.3	9.6	9.5	11.5
Korean Conflict	12.6	24.9	43.5	11.1	7.9	12.3
Vietnam Era	2.9	16.3	59.9	13.0	7.9	12.5
Under 20						
World War II A/	30.5	36.1	29.4	4.0	-	10.6
Korean Conflict	28.1	53.3	17.6	1.0	-	10.2
Vietnam Era	7.2	49.3	42.0	1.4	0.1	11.6
20-24 Years						
World War II A/	21.2	28.5	32.0	9.8	8.5	12.0
Korean Conflict	11.5	27.5	47.1	10.0	3.9	12.2
Vietnam Era	2.6	16.6	65.1	12.8	2.9	12.5
25-29 Years						
World War II A/	26.2	25.9	27.1	9.8	11.0	11.7
Korean Conflict	14.0	20.1	34.2	11.6	20.1	12.5
Vietnam Era	2.3	8.6	44.7	17.7	26.7	12.9
30-34 Years						
World War II A/	32.0	23.8	24.0	9.3	10.9	11.3
Korean Conflict	15.4	25.1	39.4	11.5	8.6	12.2
Vietnam Era	2.2	7.6	51.1	13.3	25.8	12.8
35 Years or Older						
World War II A/	44.8	22.5	15.3	9.7	7.7	9.7
Korean Conflict	13.4	17.1	43.8	15.4	10.3	12.4
Vietnam E a	2.9	6.2	63.9	14.9	12.1	12.6

A/ Data are based on educational level at separation of World War II enlisted men, adjusted to reflect estimated educational attainment of officers.

Source: VA

TABLE 11

EDUCATIONAL ATTAINMENT OF VIETNAM ERA VETERANS IN U. S. AT TIME OF SEPARATION
FISCAL YEARS 1965 - 1980

ALL AGES

Net Fiscal Year	Net Separations	Years of School Completed: 8 Years or Less	High School: 1-3 Years	High School: 4 Years	College: 1-3 Years	College: 4 Years or More	Median (Years)
	(NUMBER IN THOUSANDS)						
1965	456.0	28.3	101.5	251.3	45.5	29.4	12.4
1966	507.0	21.8	91.1	301.5	55.1	37.5	12.5
1967	533.0	19.5	105.4	318.8	55.0	34.3	12.4
1968	745.0	24.1	126.3	460.5	91.9	42.2	12.5
1969	940.0	29.9	140.9	567.6	138.2	63.4	12.5
1970	1,012.0	34.8	164.6	575.5	151.2	85.9	12.5
1971	975.0	29.5	153.3	541.5	155.0	95.7	12.6
1972	850.0	23.0	131.7	462.4	125.4	107.5	12.6
1973	594.0	13.4	85.5	346.8	80.5	67.8	12.6
1974	547.0	11.9	90.9	323.4	60.8	60.0	12.5
1975	523.0	10.3	99.7	313.3	55.9	43.8	12.5
1976	412.0	5.4	75.3	274.0	44.9	12.4	12.5
1977 A/	503.0	4.5	70.9	352.6	57.4	17.6	12.5
1978	277.0	1.4	26.6	201.4	36.0	11.6	12.5
1979	196.0	0.6	12.4	140.9	30.1	12.0	12.6
1980 B/	126.0	[4.6	]	[	121.4	]	(x)
1965-1980 B/	9,196.0 C/	[1739.1	]	[	7456.9	]	(x)
	PERCENT D/						
1965	100.0	6.2	22.3	55.1	10.0	6.4	
1966	100.0	4.3	17.9	59.5	10.9	7.4	
1967	100.0	3.7	19.8	59.8	10.3	6.4	
1968	100.0	3.2	17.0	61.8	12.3	5.7	
1969	100.0	3.2	15.0	60.4	14.7	6.7	
1970	100.0	3.4	16.3	56.9	14.9	8.5	
1971	100.0	3.0	15.7	55.6	15.9	9.8	
1972	100.0	2.7	15.5	54.4	14.8	12.6	
1973	100.0	2.3	14.4	58.3	13.6	11.4	
1974	100.0	2.2	16.6	59.1	11.1	11.0	
1975	100.0	2.0	19.1	59.8	10.7	8.4	
1976	100.0	1.3	18.3	66.5	10.9	3.0	
1977 A/	100.0	0.9	14.1	70.1	11.4	3.5	
1978	100.0	0.5	9.6	72.7	13.0	4.2	
1979	100.0	0.3	6.3	71.9	15.4	6.1	
1980		[3.7	]	[	96.3	]	
1965-1980 B/	100.0	[18.9	]	[	81.3	]	

(x) Not applicable.

A/ Includes Transition Quarter.

B/ Preliminary.

C/ The number of Vietnam era veterans separated between August 4, 1964 and 9/30/80 differs from the number of veterans in civil life on 9/30/80 shown elsewhere because 181,000 have died since returning to Civil Life.

D/ The percentages for "Less than 4 years of high school" in this table differ from the percentage of educationally disadvantaged obtained from the VADS file at VADPC Austin, Texas, as of 9/30/80 because former service personnel who served on active duty less than six months or whose discharges were characterized as "other than honorable" are excluded from the VADS file.

Source: VA

TABLE 12

LABOR FORCE STATUS OF VIETNAM ERA VETERANS AND NONVETERANS
BY RACE AND AGE - U. S. TOTALS

	Veterans				Nonveterans			
	White		Black and Other		White		Black and Other	
Employment Status	1978	1979	1978	1979	1978	1979	1978	1979
Total, 25 to 39 years								
Civilian Labor Force	5,985	6,209	610	668	11,378	12,157	1,662	1,706
Employed	5,768	5,995	560	616	10,988	11,753	1,536	1,572
Unemployed	217	214	50	52	390	404	126	134
Unemployment Rate	3.6	3.4	8.2	7.8	3.4	3.3	7.6	7.9
25 to 29 Years								
Civilian Labor Force	2,005	1,647	228	221	5,082	5,582	689	723
Employed	1,900	1,563	200	197	4,870	3,361	621	656
Unemployed	105	84	28	24	212	221	68	67
Unemployment Rate	5.2	5.1	12.3	10.9	4.2	4.0	9.9	9.3
30 to 34 Years								
Civilian Labor Force	2,990	3,191	278	303	3,319	3,465	503	527
Employed	2,905	3,097	262	282	3,222	3,365	466	486
Unemployed	85	94	16	21	97	100	37	41
Unemployment Rate	2.8	2.9	5.8	6.9	2.9	2.9	7.4	7.8
35 to 39 Years								
Civilian Labor Force	990	1,371	104	144	2,977	3,110	470	456
Employed	963	1,335	98	137	2,896	3,027	449	430
Unemployed	27	36	6	7	81	83	21	26
Unemployment Rate	2.7	2.6	5.8	4.9	2.7	2.7	4.5	5.7

Source: Employment and Earnings, Bureau of Labor Statistics

TABLE 13

N. C. VETERAN APPLICANTS AT JOB SERVICE OFFICES

FY 1980

	Veterans
Total Registered	88,476
Minority	28,113
Economically Disadvantaged	14,617
Female	4,471
Unemployed at Time of Registration	78,589

Source: ESARS

Table 14

N. C. VETERAN APPLICANTS AT JOB SERVICE
BY SPECIAL CHARACTERISTICS

FY 1980

Veterans (Total Available)	88,476
Recently Separated	13,862
Disabled	5,358
Vietnam-Era	37,109
Special Veterans	11,184

Source: ESARS

Table 15

SERVICES TO VETERANS AT NORTH CAROLINA JOB SERVICE OFFICES

FY 1980

	Veteran	Vietnam Era
New Applicants	54,271	23,027
Renewals	12,214	5,110
Individuals Counseled	6,992	2,821
Individuals Tested	8,302	3,696
Referred to Support Services	13,779	5,945
Enrollment in Training	408	194
CETA Institutional	250	106
Job Development Contacts	31,021	13,841
Placed in Jobs		
Nonfarm	18,372	8,531
Farm	1,074	297
CETA OJT	397	163
CETA PSE	854	350
Applicants in File End of FY	33,964	14,112

Source: ESARS

Table 16

VETERANS REGISTERED WITH JOB SERVICE

DURING FISCAL YEAR 1980

	Male	Female
Total	83,967	4,509
Age		
20-24	14,395	1,434
25-44	47,433	2,380
45-54	12,581	274
55-64	8,202	235
65+	572	18
Race		
White	57,368	2,817
Black	25.309	1,551
Hispanic	468	61
American Indian and Alaskan Native	630	43
Educational Attainment		
0- 7	3,697	77
8-11	18,353	430
12	39,527	2,469
Over 12	22,390	1,533

Source: NCESC

Table 17

VETERAN POPULATION IN NORTH CAROLINA

March 31, 1980

County	Total Veterans*	WAR VETERANS			
		Vietnam Era	Korean Conflict	World War II	World War I
Total	622,000	201,000	115,000	243,000	10,000
Alamance	13,040	3,850	2,420	5,650	170
Alexander	2,450	790	420	920	20
Alleghany	970	360	110	380	20
Anson	2,080	540	350	930	60
Ashe	1,790	530	300	730	40
Avery	1,460	480	250	560	30
Beaufort	3,980	1,230	640	1,690	90
Bertie	1,440	460	160	620	30
Bladen	2,150	650	390	860	50
Brunswick	2,630	840	480	1,090	60
Buncombe	20,930	5,470	4,210	9,250	570
Burke	7,910	2,600	1,370	2,950	120
Cabarrus	9,750	2,650	1,950	4,360	130
Caldwell	7,470	2,600	1,350	2,600	120
Camden	370	60	120	170	-
Carteret	4,990	1,800	970	1,970	80
Caswell	1,680	460	320	710	30
Catawba	11,940	3,610	2,270	4,710	120
Chatham	3,360	1,150	480	1,330	40
Cherokee	1,980	570	320	890	40
Chowan	1,240	340	260	530	30
Clay	640	150	130	310	10
Cleveland	8,850	2,930	1,480	3,430	100
Columbus	4,390	1,210	920	1,780	90
Craven	6,430	2,510	1,280	2,020	80
Cumberland	20,800	9,790	3,690	5,800	180
Currituck	740	210	120	390	30
Dare	1,040	290	260	560	20
Davidson	12,540	3,850	2,250	5,190	120
Davie	2,440	800	410	960	50
Duplin	4,290	1,460	720	1,650	70
Durham	17,800	6,150	3,060	6,860	300
Edgecombe	5,150	1,620	820	2,030	100
Forsyth	29,530	9,120	5,840	11,850	360
Franklin	2,190	630	340	950	90
Gaston	20,580	6,240	3,870	8,540	270
Gates	700	170	130	320	30
Graham	730	170	110	380	20
Granville	3,000	780	640	1,220	70
Greene	1,240	420	210	480	10
Guilford	39,830	11,910	8,050	16,390	520
Halifax	4,970	1,320	790	2,280	120
Harnett	5,490	2,120	840	1,810	100
Haywood	5,840	1,610	1,020	2,540	150
Henderson	6,710	2,290	1,170	2,510	230

Table 17

VETERAN POPULATION IN NORTH CAROLINA

March 31, 1980

County	Total Veterans*	WAR VETERANS			
		Vietnam Era	Korean Conflict	World War II	World War I
Hertford	2,080	690	400	720	50
Hoke	1,390	530	250	470	20
Hyde	460	90	80	250	10
Iredell	9,750	2,950	1,890	3,840	130
Jackson	2,740	1,010	520	900	50
Johnston	8,750	2,240	1,200	2,500	100
Jones	870	250	160	340	30
Lee	3,840	1,300	700	1,460	50
Lenoir	6,110	1,990	1,070	2,490	90
Lincoln	4,040	1,140	820	1,570	60
McDowell	3,790	1,100	620	1,640	80
Macon	1,720	280	400	870	50
Madison	1,620	460	280	660	60
Martin	2,270	680	410	900	40
Mecklenburg	55,710	18,580	10,980	21,550	610
Mitchell	1,470	320	320	680	20
Montgomery	2,560	900	390	920	60
Moore	4,320	1,240	740	1,900	130
Nash	5,870	1,800	1,070	2,400	120
New Hanover	12,180	4,520	2,300	4,180	220
Northampton	1,900	610	300	720	50
Onslow	7,750	3,670	1,500	2,030	40
Orange	7,180	3,030	1,010	2,310	100
Pamlico	1,020	280	170	470	30
Pasquotank	2,830	870	510	1,230	50
Pender	2,140	780	290	790	60
Perquimans	740	200	140	360	10
Person	2,740	820	530	1,040	50
Pitt	7,980	2,940	1,330	2,810	110
Polk	1,770	500	280	790	60
Randolph	10,440	3,410	2,080	3,850	110
Richmond	4,350	1,110	780	2,020	90
Robeson	7,230	2,540	1,170	2,620	120
Rockingham	8,880	2,580	1,420	3,940	110
Rowan	13,790	3,690	2,780	6,230	240
Rutherford	5,630	1,560	980	2,460	120
Sampson	4,170	1,180	870	1,630	80
Scotland	3,080	1,190	500	1,010	30
Stanly	5,200	1,480	860	2,310	90
Stokes	2,050	630	340	830	20
Surry	6,060	1,570	1,310	2,510	90
Swain	1,000	350	190	360	30
Transylvania	2,660	870	510	1,020	50
Tyrrell	340	10	90	190	10
Union	6,320	1,990	1,110	2,430	120

Table 17

VETERAN POPULATION IN NORTH CAROLINA

March 31, 1980

County	Total Veterans*	WAR VETERANS			
		Vietnam Era	Korean Conflict	World War II	World War I
Vance	3,600	1,120	650	1,410	80
Wake	32,670	12,040	6,470	11,130	410
Warren	930	150	220	440	50
Washington	1,270	360	240	510	40
Watauga	2,470	900	370	890	20
Wayne	8,640	3,220	1,520	2,910	120
Wilkes	5,470	1,720	910	2,200	100
Wilson	6,200	2,090	1,070	2,290	70
Yadkin	2,930	890	570	1,130	40
Yancey	1,140	210	300	520	30

*Excludes Spanish American War Veterans.
Details may not add to total due to rounding.

Source: Veterans Administration